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PLANNING FOR INDUSTRIAL RESTRUCTURING IN AN INDUSTRIAL METROPOLIS - A STUDY OF KANPUR

INTERIM REPORT

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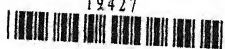
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CONTENTS

	<u>Page No.</u>
List of Tables	i - iii
I INTRODUCTION	1 - 2
II PRESENT STUDY	2 - 3
II.2 Objectives	
II.3 Study Design	
III EMPLOYMENT GROWTH AND STRUCTURE	3 - 6
III.1 Early Period	
III.2 Structure	
III.3 Recent Period	
III.4 Organized Sector	
IV INDUSTRIAL GROWTH	6 - 8
IV.1 Kanpur Region	
IV.2 Kanpur District	
IV.3 Industrial Shifts	
V GROWTH AND PROBLEMS OF COTTON TEXTILE INDUSTRY	8 - 11
VI CHARACTERISTICS AND ATTITUDES OF WORKERS	11 - 15
VI.1 Socio-Economic Characteristics	
VI.2 Attitudes and Responses	
VII VIEWPOINT OF THE TRADE UNION LEADERS	16 - 17
VIII VIEWPOINT OF THE MANAGEMENT	18 - 19
IX CONCLUDING REMARKS	19 - 21
TABLES	22 - 60

LIST OF TABLES

<u>Table No.</u>	<u>Title</u>	<u>Page No.</u>
1	Details of the Survey Design	22
2	List of Factories from which sample of Worker is Drawn	23
3	Growth of Population and Working Force in Kanpur Agglomeration, 1961-81	24
4	Per Cent Distribution of Workers in Kanpur Agglomeration by Industrial Category, 1971 and 1981	25
5	Growth of Workers By Industrial Category in Kanpur Agglomeration, 1971-81	26
6	Industrial Employment and Growth in the Organized Sector, Kanpur District, 1983-88	27
7	Growth of Organized Sector Employment in Kanpur District by Public and Private Sector 1983-88	28
8	Growth of Factory Industry in Kanpur Region 1974-75 to 1983-84	29
9	Growth of Selected Industrial Aggregates for Kanpur District, 1974-75 to 1984-85	30
10	Growth of Factory Industry in Kanpur District by Industrial Groups between 1974-75 and 1984-85	31
11	Share of Selected Industrial Groups in Industrial Aggregates in Kanpur District Between 1974-75 and 1984-85	32
12	Economic Indicators for Kanpur Textile Mills	33
13	Selected Indicators of Kanpur Textile Industry - 1974-75 to 1984-85	34
14	Capital Employed and Productivity per worker in Kanpur Textile Industry 1974-75 to 1984-85	35
15	Linear Rates of Growth Per Annum of Selected Variables for Kanpur Textile Industry, 1974-75 to 1983-84.	36

<u>Table No.</u>	<u>Title</u>	<u>Page No.</u>
16	Industry-wise Distribution of Respondents by Caste and Religion	37
17	Industry-wise Distribution of Respondents by Age Group	38
18	Industry-wise Number of Workers and Non-Workers per Household	39
19	Industry-wise Distribution of Respondents by Educational Level	40
20	Industry-wise Distribution of Respondents by Type of Training Received	41
21	Industry-wise Distribution of Respondents by Native Place	42
22	Industry-wise Employment Status of Respondents	43
23	Industry-wise Distribution of Respondents by Period of Work	44
24	Industry-wise Number of Workers by Frequency of Job Change	45
25	Industry-wise Distribution of Respondents by Total Emoluments Per Month	46
26	Industry-wise Average Monthly Household Earnings	47
27	Industry-wise Per Capita and Per Household Income and Expenditure Per Month	48
28	Distribution of Respondents by Their Opinion About Technological Change	49
29	Distribution of Respondents by Opinion About Voluntary Retirement	50
30	Distribution of Respondents by Opinion About Terms of Voluntary Retirement	51
31	Distribution of Respondents of Cotton Textile Industry By Their Opinion, about Terms of Voluntary Retirement, By Age	52
32	Distribution of Respondents by Opinion About Taking Up Another Job After Leaving The Present Job	53

<u>Table No.</u>	<u>Title</u>	<u>Page No</u>
33	Distribution of Respondents By Opinion About Alternative Job Preference	54
34	Distribution of Respondents By Preference About Place for Alternative Job	55
35	Distribution of Respondents by Their Opinion About Nature of Alternative Occupation/ Business	56
36	Distribution of Respondents By Amount of Investment and Government Assistant Required for Proposed Venture	57
37	Responses of Trade Union Leaders About the Problems Faced by Textile Industry	58
38	Responses of Trade Union Leaders About Upgradation, Modernization and Voluntary Retirement Scheme	59
39	Distribution of the Opinion About the Problems Faced By Textile Industry By Rank	60

I. INTRODUCTION

I.1 Industrial structure in any economy undergoes significant changes over time due to changes in the demand pattern, technology, factor supply, etc, which effect the competitive position of different industries. Similar phenomena also operate within the same industrial groups as a result of which some industrial units tend to lag behind. This requires rationalization of labour force and modernization of inefficient units and in extreme cases even downright closure of some units. Such a process of industrial restructuring has important repercussions on the growth and structure of employment.

I.2 The process of industrial restructuring has also been going on in the Indian economy in the past decades during which many new industries have surged ahead while the old industries are facing stagnation or decline. The liberalisation of controls and the emphasis on modernization and upgradation of technology is expected to quicken the process of industrial restructuring. Hence the need for a planned restructuring of industry.

I.3 While the need for the progressive restructuring of industry in India is well accepted, it is also recognized that the efficiency and employment effects of such a programme of technological change must be understood in advance and appropriate institutional mechanism should be developed to deal with the problem of labour redeployment to keep the process of technology adoption smooth.

I.4 It is also realized that the magnitude of the problem of industrial restructuring, the types of industries affected, the overall economic environment, etc., are likely to differ from one industrial centre to another. Hence, planning for industrial restructuring has to be region specific.

II. THE PRESENT STUDY

II.1 It is in this light that the present study seeks to examine the problems of industrial restructuring in Kanpur - a major textile centre of Northern India, which has been facing the problem of industrial sickness for quite some time now. The major objectives of the study and its design have been explained briefly below.

II.2 Objectives

II.2.1 The major objectives of the study included the examination of the following:

- (a) The growth and structure of employment with particular reference to the industrial sector;
- (b) The need for and proposed programmes of modernisation in selected industries;
- (c) The characteristics of the workforce likely to be affected by the programmes for industrial restructuring;
- (d) The attitude of the workers towards programmes of industrial restructuring; and,
- (e) The response of the trade unions to plans of industrial restructuring.

II.3 The Study Design

II.3.1 Four industrial groups which are most important from

the point of view of employment in Kanpur were selected for the study, namely, Cotton Textiles, Leather Processing, Footwear and Iron and Steel. In 1984-85 these four groups employed 28141, 2570, 2563 and 1402 workers respectively accounting for 48.8 per cent, 4.5 per cent, 4.4 per cent and 2.4 per cent respectively of total factory workers in Kanpur.

II.3.2 From each industrial group five units were randomly selected, except in the case of Footwear in which case 10 units were selected because of the small size of the units. From each selected unit a predetermined number of workers were randomly selected for interview keeping in mind the size of the units. Thus, a total of 950 workers from 25 industrial units were surveyed by our research team. Details of the sample are given in Table 1.

II.3.3 For purposes of the present interim report data pertaining to 200 workers - 125 from Cotton Textiles and 25 each from other industrial groups - was tabulated. The list of factories from which the sample was drawn has been given in Table 2.

III. EMPLOYMENT GROWTH AND STRUCTURE

III.1 Early Period

III.1.1 The growth of Kanpur started since the late eighteenth Century when the British decided to establish an Army Cantonment at the place because of its strategic location. Kanpur soon started flourishing as a growing army base and trading centre. By 1853 the population of Kanpur had reached 118000 and by 1901 it rose to 203000. Population of the city continued to rise rapidly in the present century to make it a major

metropolitan centre of the country. By 1981 the population of the city had reached the figure of 1639064.

III.1.2 The first textile mill called the Elgin Cotton Spinning and Weaving Co. Ltd. was incorporated in 1861 and started functioning in 1864. Soon Kanpur was to emerge as one of the three major textile centres of the country together with Bombay and Ahmedabad. Kanpur also started attracting a number of other industries notably leather and leather products and basic metals. The industrial working force in Kanpur numbered 13324 by 1911. Its growth was even more striking in the first half of the present century. By 1951 the number of workers in the industrial sector had crossed the figure of 1 lakh.

III.1.3 The proportion of manufacturing workers to total work-force of the city increased from 20 per cent in 1921 to 45.9 per cent in 1951. Apart from becoming the biggest manufacturing centre in Northern India, Kanpur also emerged as a leading centre of trade and commerce as well as education. In fact, the services sector has been expanding at a much faster rate as compared to manufacturing since 1951.

III.2 Structure

III.2.1 The structure of work-force in Kanpur Agglomeration has been shown in Table 4. About three-fifths of the working force is engaged in the tertiary sector and nearly two-fifths in the secondary sector. The most important industrial categories are non-household industry, 'other services' and trade and commerce accounting for 32.54 per cent, 29.94 per cent and 19.38 per cent of the workforce respectively according to the

Census of 1981. During the decade 1971-81 the proportion of workers in the secondary and primary sectors have gone up while that of the tertiary sector has declined.

III.3 Recent Period

III.3.1 As shown in Table 5 per cent growth in the number of workers between 1971-81 was highest in the case of category 3 (livestock, fishing, etc.) and category 6 (construction) - nearly 125 per cent. Non-household manufacturing also registered a fairly high growth of 28.68 per cent during this period, though working in household industry increased by only 3.83 per cent. The increase in workforce was relatively lower in the services sector, i.e., categories 7, 8 and 9. The growth rate was generally higher in the case of female workers as compared to the male workers in most of the sectors. However, their proportion remains rather small in all the sectors.

III.3.2 In absolute terms largest increase occurred in the case of non-household industry (32675) followed by 'other services' (17908) and trade and commerce (8352). These three categories accounted for 44.6 per cent, 24.4 per cent and 11.4 per cent respectively of the total increase of 73308 in the workforce in Kanpur Agglomeration between 1971-81.

III.4 Organized Sector

III.4.1 The organized sector accounts for about 45 per cent of total workforce in Kanpur districts, most of it being located in Kanpur city. In the recent years employment growth has been rather low in Kanpur. Thus, between 1983 and 1988 employment in organized sector in Kanpur district increased by

only 1674 or 0.72 per cent. In fact, in many sectors including manufacturing, trade and transport employment in the organized sector has declined over this period, the decline being noticeable in case of the manufacturing sector (Table 6). Finance and Insurance, 'other services' and construction, however, show an expansion in employment in the organized sector.

III.5 It was also found that employment in the organized private sector has registered a sharp decline of 43.75 per cent between 1983 and 1988, while employment in the organized public sector has gone up by 31.12 per cent (Table 7). The decline in employment in case of the public sector was spread over all industrial categories (except category 5), but it was particularly sharp in case of categories 2 and 3. The latter categories, however, show an increase of nearly 110 per cent in case of the public sector.

IV. INDUSTRIAL GROWTH

IV.1 Kanpur Region

IV.1.1 Table 8 shows the growth of factory industry in Kanpur and its surrounding districts. It would be observed that industrial development is rather low in the region outside Kanpur. Kanpur has retained its position of predominance in industrial activity, though during the last decade its share in industrial workforce has declined slightly. Among the other districts of the region Farrukhabad, Fatehpur and Unnao are showing encouraging progress of factory industry, but three remaining districts, namely Etawah, Hamirpur and Jalaun are

not attracting new industries.

IV.2 Kanpur District

IV.2.1 The growth of factory industry in Kanpur district has been shown in Table 9. The number of registered factories in Kanpur district has been rising continuously. The number of factory workers after showing a rise in the seventies has gone down markedly in the eighties. The value of output at constant prices shows a marked increase of 69 per cent in 1983-84 over 1974-75, but value added at constant prices rose only by 2.73 per cent over the same period. Thus, while Kanpur continues to attract new investment in industries because of its agglomeration economies in terms of number of workers and value added it is experiencing stagnation in the recent years. The share of Kanpur in total factory workers in U. P. has declined from 25.75 per cent in 1960-61 to 16.75 per cent in 1974-75 and further to 10.34 per cent in 1984-85.

IV.3 Industrial Shifts

IV.3.1 There have occurred significant changes in the industrial structure in Kanpur. To study these changes we selected 17 industrial groups at the three digit level, which employed 200 workers or more. Growth of these industrial groups over the period 1974-75 and 1984-85 has been shown in Table 10, while the number of factories has gone down over this period in case of the industrial group 231, 312, 331, 343, 350 and 353 it has gone up in case of industrial group 204, 205, 290, 291, 303, 330, 340 and 380, while the number remained constant in case of group 310, 313 and 345. In terms of number of

workers again 6 industrial groups show a rise notably 205, 291, 303 and 380, while 11 groups show a decline. The decline was particularly marked in case of group 290, 310, 330 and 350. In terms of value of output the more dynamic groups are 204, 205, 291, 303 and 353. Value of output registered a decline in case of groups 310 and 312. In value added terms the fastest growing groups are 204, 291, 303, 340 and 353. But value of output has gone down in case of as many as 6 industrial groups, i.e., 290, 310, 312, 331, 343 and 380. Significantly these groups also experienced a decline in the number of workers with the exception of the last group.

IV.3.2 As a result of the differences in growth rate the share of industrial groups has undergone changes over the period 1974-75 to 1984-85 as can be seen from Table 11. Cotton Textiles (231) has retained its prominent position in working force but has lost in terms of output and value added. Leather processing (290) has also suffered a marked decline in its position as also heavy chemicals (310) and Iron and Steel (331). On the other hand Grain Mills (204) Bakery (205), Leather Shoes (291) and Plastics (303) show an improvement in their relative shares in industrial aggregates. Taking the selected 17 industrial groups as a whole we find that they have retained their share in employment, but lost in terms of other industrial aggregates indicating that some new industries are picking up in Kanpur.

V. GROWTH AND PROBLEMS OF COTTON TEXTILE INDUSTRY

V.1 Cotton Textiles industry has occupied a dominant position in the industrial structure of Kanpur since the

beginning. Under the impetus of increasing demand the industry surged rapidly ahead during the inter-war years. Employment rose from about 12000 in 1931 to 42442 in 1951. After 1951, however, the growth of the Kanpur Textile industry was arrested. Employment stagnated and was 43728 in 1965, i.e., only 3 per cent above the level reached in 1951. Output over this period rose by only 18 per cent, but it was 13 per cent less in 1965 as compared to 1956. In the next decade, that is between 1965 and 1975 employment in Kanpur Textile industry declined by nearly 16000 or by 34.5 per cent.

V.2 Thus since the mid-fifties Kanpur Textile industry has been facing a crisis of an unprecedented order. Over the years the industry has lost its competitive position vis-a-vis other centres like Bombay and Ahmedabad. Most of the units are very old and the machinery is worn out. The Kanpur Mills mainly produce low count yarn and medium and coarse cloth and have not diversified their product. The cost of production is also higher in Kanpur due to low labour productivity, old machinery, higher price of cotton procured from far off markets, high power rates, etc. There have been frequent closures and strikes in the past.

V.3 The working of the Kanpur Textile Mills deteriorated to such an extent that as many as 8 out of the 9 working factories had to be nationalized over the past two decades. Out of the 8 nationalized mills of Kanpur 5 are under the management of NTC and 3 under that of BIC. However, even after nationalization the working of these mills does not show an improvement. In fact, their combined losses went up

from Rs.16.00 crores in 1980-81 to Rs.47.93 crores in 1986-87 (See Table 12).

V.4 Selected indicators of Kanpur Textile industry for the period 1974-75 to 1984-85 have been shown in Table 13. The number of factories over this period has gone down from 26 to 12. The number of workers has remained nearly constant. Invested capital, however, shows a substantial increase, nearly doubling over the period. Value of output again shows a significant rise both at current and constant prices. However, the growth of output slackened after 1978-79. Value of output declined sharply in 1979-80 and again in 1981-82, but picked up after that. The trends in value added have been rather erratic. In as many as 6 years out of 10 it shows a decline over the previous year and was negative in 1982-83. Trends in net income also show a similar trend.

V.5 Table 13 shows the trends in Capital - labour and Output - labour ratios in Kanpur textile Industry. The Capital - Labour ratio has gone up markedly over the period 1974-75 and 1984-85. Output-Labour ratio also shows a distinct improvement till 1980-81, registering a decline after that. Value added per worker, however, has fluctuated violently from year to year and does not reveal a distinct trend.

V.7 Trend rates of growth for selected variables for Kanpur Textile industry for the period 1974-75 and 1983-84 have been shown in Table 14. During this period invested capital at constant prices shows a rise at the rate of 5.79 per cent per annum. Value of output at constant prices also registered a

growth rate of 4.76 per cent per annum, but the growth rate of value added was only 1.43 per cent. However, trend rate for net income was negative. Capital - labour ratio has increased at a rate of 4.81 per cent per annum (at constant prices) and Output - labour ratio at a rate of 3.71 per cent. However, value added as well as net income per worker show a negative trend.

V.8 Employment elasticity with respect to output and value added were found to be positive for the period under study. The elasticity was, however, much higher with respect to output as compared to value added, being 1.431 and 0.316 respectively.

V.9 The cotton textile mills of Kanpur have remained financially non-viable for quite some time with the sole exception of J.K. Mills. Their continued working has involved a heavy burden on the State Exchequer. Such a process cannot be sustained for long. They have to be modernized and made viable with a sense of urgency. According to the proposals prepared by the mills modernization of these mills would require an investment of over Rs.80 crores mostly on plants and equipments. Some reduction in the work-force would also be unavoidable in the process of modernization. To keep the process of technological upgradation smooth suitable arrangements have to be devised for the training and redeployment of rehabilitation of the affected workers.

VI. CHARACTERISTICS AND ATTITUDES OF WORKERS

VI.1 Socio-Economic Characteristics

VI.1.1 Caste : Nearly 70 per cent of the sample workers are

Hindus and 29 per cent Muslims. Among textile workers proportion of Muslims is relatively lower (16.8 per cent) and that of Upper Caste Hindus is relatively higher (50.4 per cent). In case of footwear and leather processing over 60 per cent of workers are muslims, while in the case of iron and steel backward and scheduled caste workers constitute the majority (Table 16).

VI.1.2 Age : More than one-third of the workers are above the age of 45, nearly two-fifths are in the age group 35 - 45 and one-fourth are below the age of 35 (Table 17). The proportion of workers in the age groups above 45 is higher in case of cotton textile and leather processing.

VI.1.3 Size of Household : The average size of the household is 5.76 (Table 18). It is slightly larger in case of cotton textile industry - 6.02. The average number of workers per household is 1.44 and that of non-workers 4.32 giving a worker-dependant ratio of 3.

VI.1.4 Education : Only 21.50 per cent of the workers are illiterate while 32 per cent had education upto Primary level and 28.5 per cent upto Junior High School (Table 19). No one had any technical diploma. Level of education is higher in case of textile workers, with over one-fourth of the workers with Secondary or Higher level education.

VI.1.5 Technical Training : Only 69 per cent of the workers (73.6 per cent in textiles) have received some kind of training (Table 20). 44.20 per cent workers received training as apprentices and 31.16 per cent were trained on the job, while 16.67

per cent learnt the skill from senior workers or ustads. Only 4.34 per cent of textile workers and 11.77 per cent of footwear workers have received any kind of formal training.

VI.1.6 Native Place : The proportion of migrant workers to total workers is 57 per cent for all groups and 55.2 per cent for textile workers. Footwear industry has a distinctly lower percentage of migrant workers - 20 per cent. But in case of leather processing and iron and steel the figure is as high as 80 per cent (Table 21).

VI.1.7 Employment Characteristics - About 90 per cent of the sample workers are permanent and 10 per cent are temporary workers (Table 22). Two-thirds of the sample workers had a work experience of 15 years or more (Table 23). In case of textile industry majority of workers are old - 35.2 per cent having work experience of 15 to 25 years, 32.8 per cent having work experience of 25 to 35 years and 5.6 per cent of more than 35 years. The industrial commitment of workers was found to be very high and turnover low. Thus, nearly 80 per cent of the sample workers did not change their job at all and only 5.5 per cent workers changed their job more than once (Table 24).

VI.1.8 Earnings and Expenditure : Distribution of respondents by monthly emoluments has been shown in Table 25. While the dispersion of earnings is quite large, majority (49.50 per cent) falls in the earning group of Rs.900 - 1100 per month. Earning levels are higher in case of textile industry, in which 63.2 per cent workers fall in the earning group of Rs.900 - 1100 and 24.80 per cent in the group of Rs.1100 - 2000.

VI.1.9 Textile and footwear group have relatively much higher earning levels as compared to the other two groups (Table 26). The contribution of other household earnings is relatively higher in case of cotton textiles (26.48 per cent).

VI.1.10 Per Capita income for all groups is Rs.207.01 per month and per capita expenditure Rs.160.00 (Table 27). The level of per capita income and expenditure is highest in case of textile industry (Rs.225 and Rs.172 respectively) followed by footwear industry. The figures are quite low for leather processing industry. Income levels exceed the current consumption expenditure in all industry groups.

VI.2 Attitudes and Responses

VI.2.1 Technological Change : A very large majority of workers interviewed (75.5 per cent) were in favour of technological change in their units. But in case of footwear workers the majority was against technological change (Table 28).

VI.2.2 Voluntary Retirement : Slightly over one-third of the sample workers were willing to seek voluntary retirement (Table 29). The willingness was however, conditional. 43.66 per cent of the willing workers wanted alternative permanent government jobs and 39.44 wanted full payment of salary for the remaining service period (Table 30). 8.45 per cent insisted on prompt payment of all retirement dues and 5.63 per cent on jobs for their dependents. It was also found that the majority of textiles workers below the age of 35 years wanted alternative government job but the majority of those above the age of 35 years preferred full payment of salary for the remaining period (Table 31).

VI.2.3 Alternative Occupational Preferences : 85.5 per cent of workers are interested in taking up a job after leaving the present job, while 14.5 per cent are not interested in any job (Table 32). There is a strong preference for setting up own business after leaving the present job. 36.00 per cent gave their first preference to 'own business', 14.50 per cent to taking up same job in other industry and 12.00 per cent to similar job in same industry (Table 33). The majority wants alternative occupation in the same locality (40.00 per cent) or within Kanpur (13.50 per cent) or around Kanpur (25.00 per cent) (Table 34).

VI.2.4 Majority wants to open a general store or grocery shop (42.76 per cent) followed by cloth shop (19.31 per cent). Other alternative business suggested were dairying, leather shop, vegetable vendor, tea stall, electrical shop, agriculture and taxi driving (Table 35).

VI.2.5 Investment Requirements : Average investment for proposed venture was put at Rs.28438, majority (71.66 per cent) mentioning the amount above Rs.25000 (Table 36). On average the workers were willing to contribute Rs.12552. Average of government assistance required was put at Rs.15885. In 57 per cent cases demand for government assistance was below Rs.20000 and in 43 per cent cases above Rs.20000 (Table 36).

VII. VIEWPOINT OF THE TRADE UNIONS

VII.1 To ascertain the viewpoint and reactions of the trade union leaders we held discussions with 14 trade union leaders of textile workers belonging to different organizations such as AITUC (6), INTUC (3), BMS (3) as well as independent associations (2) and joint fronts (1). We did not find any significant divergence in the viewpoints of different trade union organizations.

VII.2 Responses of the trade unions about the problems faced by the industry have been summed up in Table 37. Most of the leaders interviewed put the blame squarely on management and levelled charges of corruption and misuse of funds. Another important factor mentioned by most of the respondents was power shortage. Old machinery, underutilized capacity and high cost and poor quality of raw materials are other important factors affecting the working of the textile industry.

VII.3 View of the trade union leaders on upgradation, modernization, amalgamation and voluntary retirement have been shown in Table 38. All the trade union leaders interviewed agreed to the need of technological upgradation of the industry and replacement of old machinery. However, majority felt that it should be done gradually without involving retrenchment. At the same time 10 out of 14 leaders interviewed were strongly opposed to modernisation as they apprehended that it will lead to retrenchment of workers. Even sharper was their reaction against the move of amalgamation of mills and rationalisation

of work force as they saw in it nothing but an attempt to reduce work force.

VII.4 A greater diversity was, however, observed regarding the reactions to voluntary retirement scheme. Nine out of 14 persons interviewed opined that the scheme was not in the interest of the workers, while 4 felt it will adversely affect output also. The view was also expressed that only workers in financial need for repaying old debts, marriage of daughter, etc., may opt for such a scheme and hence may not be able to properly utilize it for their rehabilitation. 4 persons were totally against the scheme while two favoured it. The majority (8) extended conditional support. The major safeguard that trade unions want to have is the assurance that alternative employment should be provided to the worker or his dependent, if he opts for voluntary retirement. Some respondents suggested payment of higher gratuity or salary for the remaining period as necessary inducement to the workers for voluntary retirement. The need for associating trade unions in any programme of industrial restructuring was also emphasized by many.

VII.5 As one would expect trade unions are quite apprehensive about any programme of modernisation or restructuring having adverse employment consequences, though they are well aware of the problems created by technological obsolescence of the textile industry of Kanpur. It will, therefore, be necessary to make arrangements in advance for the economic rehabilitation of affected workers by providing alternative jobs or necessary support for self-employment. Such a programme is best carried out with active participation of workers representatives at all stages.

VIII. VIEWPOINT OF THE MANAGEMENT

VIII.1 As mentioned earlier 8 out of 9 working textile mills of Kanpur have been nationalized. Their losses, however, have continued to increase even after nationalization. Obsolete technology and lack of finances for modernization was pointed out as the most important problem of the industry by the management (Table 39). Labour trouble and lack of work culture was also mentioned by nearly all representatives of management interviewed. Among other important problems mentioned by the management are power shortage, shortage of working capital, high cost of raw materials and demand constraints.

VIII.2 The management of all mills favoured modernization and replacement of old machinery to raise productivity. One interesting suggestion made was that the present plant and land should be sold and a completely new and modern plant should be set up in the backward area, to which the present workers should be shifted.

VIII.3 The representatives of the management were unanimous in their opinion that the greatest hurdle in the process of structural change is the negative attitude of workers unions, who are resistant to all change. They generally complained of a lack of work culture and the workers' unwillingness to accept the work norms prevailing in other centres. Existing government regulations make retrenchment or lay off extremely difficult. The management of all the mills anticipate industrial relations problems due to redundancy caused by modernization.

VIII.4 The management of the textile mills favour a policy of golden handshake to reduce and nationalize the work force. The representatives of 5 out of 7 mills expressed their willingness to make arrangements for the retraining of workers to acquaint them with the new technology.

IX. CONCLUDING REMARKS

IX.1 The state intervention in the form of nationalization of the sick textile mills has not succeeded in making these mills efficient and is proving quite costly. It would be in the best interest of all concerned that these mills are made economically viable at the earliest. The basic problem of Kanpur textile industry has arisen due to the prolonged delay in diversification and modernization with the consequence that the machinery has become obsolete and worn out. This opportunity should now be utilized for affecting complete modernization of plants rather than piecemeal replacement of machinery. The total cost of modernization would be quite large-something in the range of Rs.100 crores. But it would be a far more prudent investment than subsidizing losses in the range of Rs.50 crores per year. The setting up of one or two new and completely modern plants in the neighbouring backward districts of Kanpur dehat or Unnao should be seriously considered.

IX.2 A well thought out and time bound programme for industrial restructuring of textile industry should be prepared with the active participation of the affected parties, namely, the Central and the State Governments, management, trade

unions and the financial institutions. Such a programme is best conceived within the framework of a perspective plan of industrial development of the Kanpur region as a whole.

IX.3 A comprehensive policy package for rehabilitating the industry would be needed. Uninterrupted power supply and proper arrangements for supply of raw materials can have an immediate impact on the working of the industry. Farmers of the area should be encouraged to grow cotton, as this area was once an important cotton growing region. Efficiency of management has to be toned up and a proper industrial relations climate has to be built up. Workers participation in management should be encouraged.

IX.4 Some reduction in work-force would appear unavoidable along with modernization and rationalization. The task may not appear on first sight as smooth as has occurred in other centres like Ahmedabad in view of the greater militancy and multiplicity of the unions. However, the workers and their leaders are well aware of the need for technological upgradation. They could be persuaded to accept modernization if adequate incentives are offered and arrangement for alternative employment are made. Nearly one-third of the workers have shown their willingness to accept voluntary retirement. A good number of them is near superannuation age, who can be retired by paying salary for the remaining period. Those in the age-group 44 - 55 years should be provided financial assistance and guidance

in setting up their own business along with retirement benefits. For the middle aged and the young workers retraining and provision of alternative employment would appear to be the best alternatives. The overall growth of employment in the region has been fairly satisfactory and can accommodate the workers likely to become redundant.

Table-1 : Details of the Survey Design

Industrial Group	Total No. of Units	No. of units selected for workers survey	No. of workers in the Group	No. of workers in selected units	No. of workers surveyed
1. Cotton Textiles	12	5 (41.7)	28,141	13,051	500 (1.8)
2. Footwear	14	10 (71.4)	2,563	1,933	125 (4.9)
3. Leather processing	45	5 (11.1)	2,570	1,149	200 (7.8)
4. Iron and Steel	22	5 (22.7)	1,402	811	125 (8.9)
All Group	93	25 (26.9)	34,676	16,944	950 (2.7)

Note : Figures in brackets show per cent to total units or workers in the industrial group as the case may be.

Table-2: List of Factories From which Sample of
Workers Is Drawn

Sl. No.	Name	No. of workers selected
<u>Textile</u>		
1.	Atherton Cotton Mills	25
2.	Cawnpore Textiles	25
3.	Muir Mills	25
4.	New Victoria Mills	25
5.	Swadeshi Mills	25
<u>Footwear</u>		
6.	T A F C O	25
<u>Leather</u>		
7.	Pioneer Tannery	25
<u>Iron & Steel</u>		
8.	Laxman Rolling Mills	25
		<hr/> 200

Table-3: Growth of Population and Working Force in Kanpur Agglomeration, 1961-81

Item	1961	1971	1981	<u>Per cent Change</u>	
				1961-71	1971-81
A. <u>Population</u>					
Males	5,58,490	7,23,641	9,08,707	29.57	25.57
Females	4,12,572	5,51,601	7,30,357	33.70	32.41
Persons	9,71,062	12,75,242	16,39,064	31.32	28.53
B. <u>Workers</u>					
Males	3,03,213	3,63,956	4,32,733	20.03	18.90
Females	13,368	13,324	17,855	-0.33	34.01
Persons	3,16,581	3,77,280	4,50,588	19.17	19.43
C. <u>Worker-participation Ratio (%)</u>					
Males	54.29	50.30	47.62	-7.35	-5.33
Females	3.24	2.42	2.44	-25.31	0.83
Persons	32.60	29.58	27.49	-9.26	-7.07

Source: Census of India

Table-4: Per cent Distribution of workers in Kanpur Agglomeration By Industrial Category, 1971 and 1981.

Sl. No.	Industrial Category	Per cent of Total Workers		Change in Per cent Share
		1971	1981	
1.	Cultivators	2.03	1.83	-0.20
2.	Agricultural Labourers	1.32	1.35	+0.03
3.	Livestock, Forestry, etc.	0.48	0.91	+0.43
4.	<u>Mining and Quarrying</u>	<u>0.04</u>	<u>0.07</u>	<u>+0.03</u>
	<u>Total Primary Sector</u>	<u>3.87</u>	<u>4.16</u>	<u>+0.29</u>
5.	Manufacturing, Processing etc.	34.37	36.17	+1.80
	(a) Household Industry	4.17	3.18	-0.99
	(b) Non-Household Industry	30.20	32.54	+2.34
6.	<u>Construction</u>	<u>1.20</u>	<u>2.26</u>	<u>+1.06</u>
	<u>Total Secondary Sector</u>	<u>35.57</u>	<u>38.43</u>	<u>+2.86</u>
7.	Trade and Commerce	20.93	19.38	-1.55
8.	Transport, Storage and communication	8.60	8.09	-0.51
9.	<u>Other Services</u>	<u>31.01</u>	<u>29.94</u>	<u>-1.07</u>
	<u>Total Tertiary Sector</u>	<u>60.54</u>	<u>57.41</u>	<u>-3.13</u>
	Total workers	100.00	100.00	--

Source : Census of India 1971 and 1981.

Table-5 : Growth of Workers By Industrial Category in Kanpur Agglomeration, 1971-81

Industrial Category	(Numbers)											
	1971				1981							
	Male	Female	Person Male	Person Female	Male	Female	Person Male	Person Female				
1. Cultivators	7520	145	7665	7916	350	8266	396	205	601	5.27	141.38	7.84
2. Agriculture labours	4593	400	4993	5375	718	6093	782	318	1100	17.03	79.50	22.03
3. Livestock Forestry, Fishing etc.	1745	70	1815	4033	68	4101	2288	-2	2286	131.12	-2.86	125.95
4. Mining and quarrying	160	8	168	297	5	302	137	-3	134	85.63	-37.50	79.76
5. Manufacturing Processing Servicing and Repairs	128206	1472	129678	160571	2385	162956	32365	913	33278	25.24	62.02	25.66
(a) Household industry	15235	504	15739	15630	712	16342	395	208	603	2.59	41.27	3.83
(b) Other than household industry	112971	968	113939	144941	1673	146614	31970	705	32675	28.30	72.83	28.68
6. Construction	4456	81	4537	10007	182	10189	5551	101	5652	124.57	124.69	124.58
7. Trade and Commerce	77706	1262	78968	85677	1643	87320	7971	381	8352	10.26	30.19	10.58
8. Transport storage and Communication	32252	211	32463	36075	385	36460	3823	174	3997	11.88	82.46	12.31
9. Other services	107318	9675	116993	122783	12119	134901	15465	2444	17908	14.41	25.26	15.31
All categories	363956	13324	377280	432734	17855	450588	68778	4531	73308	18.90	34.01	19.43

Source : Census of India, U.P., Series 22, Part III, A & B (i), General Economic Tables.

Table-6: Industrywise Employment Growth in the Organised Sector
Kancour District, 1983-1988.

Industrial Division	1983				1988				Actual Increase		Percentage Increase	
	Male		Female Persons		Male		Female Persons		Male	Female Persons	Male	Female Persons
0. Agriculture Hunting etc.	1216	15	1231	1420	17	1437	204	2	206	16.78	13.33	16.73
1. Mining and Quarrying												
2 & 3 Manufac- turing	106158	1187	107345	102413	1483	103896	3745	296	3449	-3.53	24.94	-3.21
4. Electricity, Gas and Water	7635	69	7704	7674	122	7796	39	53	92	0.51	76.81	1.19
5. Construction	6184	137	6321	6982	178	7160	798	41	839	12.90	29.93	13.27
6. Wholesale and Retail trade	4103	117	4220	4016	124	4140	-87	7	-80	2.12	5.98	-1.90
7. Transport, storage and communica- tion	12472	586	13058	11731	626	12357	-741	40	-701	-5.94	6.83	-5.37
8. Financing, Real Estate & Busi- ness services	12910	590	13500	15318	780	16098	2408	190	2598	18.65	32.20	19.24
9. Community Social and Personal services	65504	13093	78597	77960	13806	80766	1456	713	2169	2.22	5.45	2.76
Grand Total	216182	15794	231976	216514	17136	233650	332	1342	1674	0.15	8.50	0.72

Source : Directorate of Training and Employment U.P.

Table-7 : Growth of Organized Sector Employment in Kanpur District By Public and Private Sector, 1983-1988.

Industrial Division	(Numbers)					
	Public Sector			Private Sector		
	1983	1988	Per cent Change	1983	1988	Per cent Change
0. Agriculture Hinting etc.	1231	1437	16.73	--	--	--
1. Mining and Quarrying	--	--	--	--	--	--
2.& 3 Manufacturing	33804	70761	109.33	73541	33135	-54.94
4. Electricity, Gas and Water	7467	7571	1.39	237	225	- 5.06
5. Construction	5882	6445	9.57	439	715	62.87
6. Wholesale and Retail trade	174	185	6.32	4046	3955	-2.25
7. Transport storage and Communication	12628	11938	-5.46	430	419	-2.55
8. Financing, Insurance, Real Estate & Business Services	12095	15090	24.76	1405	1008	-28.25
9. Community, social & Personal Services	64507	67245	4.24	14090	13521	- 4.04
All Groups	137788	180672	31.12	94188	52978	-43.75

Source: Directorate of Training and Employment U.P.

of
Table-8: Growth/Factory Industry in Kanpur Region,
1974-75 to 1983-84.

DISTRICT	Factories				Workers			
	Number		Act- ual inc- raase	Percent increa- se	Number		Actual inc- rease	Percent Increa- se
	1974- 75	1983- 84			1974- 75	1983- 84		
Kanpur	566 (79.8)	606 (74.0)	40	7.06	58625 (92.3)	57446 (89.3)	-1179	-2.01
Farrukhabad	33 (4.7)	59 (7.2)	26	78.78	681 (1.1)	1518 (2.4)	837	122.90
Unnao	37 (5.2)	56 (6.8)	19	51.35	1839 (2.9)	2602 (4.1)	763	41.48
Hamirpur	1 (0.1)	3 (0.4)	2	100.00	*	178 (0.3)	---	---
Jalaun	3 (0.4)	2 (0.2)	-1	-33.33	68 (0.1)	68 (0.1)	Nil	Nil
Fatehpur	17 (2.4)	38 (4.6)	21	123.52	409 (0.6)	786 (1.2)	377	92.17
Etawah	52 (7.3)	55 (6.7)	3	5.76	1924 (3.0)	1724 (2.7)	-200	-10.39
Total Kanpur Region	709 (100.00)	819 (100.00)	110	15.51	63546 (100.00)	64322 (100.00)	776	1.22

Note : * Not available

Figures in brackets show per cent to total

Source: Annual Survey of Industries, Economics and Statistics
Division, State Planning Institute, Lucknow.

Table 9 : Growth of Selected Industrial Aggregates for Kanpur District, 1974-75 to 1984-85

YEAR	No. of Factories	No. of Workers	Value of output * (Rs.lakhs)	Value added * (Rs.Lakhs)
1974-75	566	58,625	10,555.46	2,827.48
1975-76	547	54,711	10,483.05	2,264.64
1976-77	565	58,515	12,942.44	2,396.57
1977-78	581	59,964	13,121.37	2,754.29
1978-79	597	63,435	17,846.38	2,962.08
1979-80	588	63,284	18,088.42	4,074.50
1980-81	598	63,700	14,581.22	3,277.29
1981-82	604	63,820	16,885.10	3,283.63
1982-83	632	63,142	19,420.92	2,441.21
1983-84	606	57,546	17,843.28	2,904.74
1984-85	631	57,696	21,051.80	3,943.98

Note : * At constant 1970-71 prices.

Source : Annual Survey of Industries

Table-10: Growth of Factory Industry in Kanpur District
By Industrial Groups Between 1974-75 and 1984-85

Industrial Group	No. of Factories			No. of workers			Value of Output in Rs. Lakhs*			Value Added in Rs. Lakhs*		
	1974-75		Change	1974-75		Change	1974-75		Change	1974-75		Change
	1974-75	1984-85		1974-75	1984-85		1974-75	1984-85		1974-75	1984-85	
204	19	23	21.05	481	505	4.99	386.77	949.77	145.57	10.64	106.82	903.95
205	16	26	62.50	462	708	56.71	159.15	330.86	107.89	27.23	52.82	93.98
231	26	12	-53.85	27755	28141	1.39	2478.59	3767.94	52.02	854.95	983.33	15.60
290	36	45	25.00	4441	2570	-42.13	662.80	1182.35	78.39	178.12	151.84	-14.75
291	6	14	133.33	205	2563	1150.24	44.64	396.89	789.09	3.79	42.49	1021.37
303	5	13	160.00	172	375	118.02	13.30	66.55	400.38	1.80	10.82	501.11
310	14	14	NIL	666	232	-65.17	96.95	94.97	-2.04	39.80	14.29	-64.51
312	7	6	14.29	234	154	-34.19	59.97	44.25	-26.21	15.99	5.82	-63.60
313	16	16	NIL	339	267	-21.24	72.89	140.13	92.25	17.36	28.48	64.06
330	16	22	37.50	1857	1402	-134.22	419.88	823.03	96.02	48.95	76.53	56.34
331	51	42	-17.65	853	652	-10.82	272.87	331.36	21.44	37.15	24.37	-34.40
340	22	25	13.64	563	467	-17.05	63.37	159.08	151.03	11.61	25.69	127.30
343	21	18	-14.29	399	274	-31.33	43.25	55.95	29.36	11.01	10.51	-4.54
345	15	15	NIL	344	283	-17.73	39.04	62.64	60.45	10.54	11.83	12.24
350	19	13	-31.58	527	259	-50.85	165.51	223.66	35.13	29.75	57.08	91.87
353	17	13	-23.53	441	336	-3.81	83.59	210.85	152.24	19.95	50.42	152.73
380	3	4	3.33	185	453	144.86	30.82	54.08	74.47	10.14	6.11	-39.74
Total of selected groups	309	321	3.88	39924	39641	-0.71	5093.39	8894.36	74.63	1328.78	1664.25	25.25
All Groups	514	631	22.76	58625	57696	-1.58	10555.46	21051.81	99.44	2827.48	3943.98	39.49

* All Constant 1970-71 prices.

Source : Annual Survey of Industries, U.P.

Table-11: Share of Selected Industrial Groups In Industrial Aggregates in Kanpur District, 1974-75 and 1984-85

(Per cent)

Industrial Group	No. of Factories			No. of workers			Value of Output*			Value Added*		
	1974-75	1984-85	Change	1974-75	1984-85	Change	1974-75	1984-85	Change	1974-75	1984-85	Change
204	3.70	3.65	-0.05	0.82	0.88	0.06	3.66	4.51	0.85	0.38	2.71	2.33
205	3.11	4.12	1.01	0.79	1.23	0.44	1.51	1.57	-0.06	0.96	1.34	0.38
231	5.06	1.90	3.16	47.34	48.77	1.43	23.48	47.90	-5.58	30.24	25.06	-5.18
290	7.00	7.13	0.13	7.58	4.45	-3.13	6.28	5.62	-0.66	6.30	3.85	-2.45
291	1.17	2.22	1.05	0.35	4.44	4.09	0.42	1.89	1.47	0.13	1.08	0.95
303	0.97	2.06	1.09	0.29	0.65	0.36	0.13	0.32	0.19	0.06	0.27	0.21
310	2.72	2.22	-0.50	1.14	0.40	-0.74	0.92	0.45	-0.47	1.41	0.36	-1.05
312	1.36	0.95	-0.41	0.40	0.27	-0.13	0.57	0.21	-0.36	0.57	0.15	-0.42
313	3.11	2.54	-0.57	0.58	0.46	-0.12	0.69	0.67	-0.02	0.61	0.72	0.11
330	3.11	3.49	0.38	3.17	2.43	-0.74	3.98	3.91	-0.07	1.73	1.94	0.21
331	9.92	6.66	-3.26	1.46	1.13	-0.33	2.59	1.57	-1.02	1.31	0.62	-0.69
340	4.28	3.96	-0.32	0.96	0.81	-0.15	0.60	0.76	0.16	0.41	0.65	0.24
343	4.09	2.85	-1.24	0.68	0.47	-0.21	0.41	0.27	-0.14	0.39	0.27	-0.12
345	2.92	2.38	-0.54	0.59	0.49	-0.10	0.37	0.30	-0.07	0.37	0.30	-0.07
350	3.70	2.06	-1.64	0.90	0.45	-0.45	-0.57	1.06	-0.51	1.05	1.45	0.40
353	3.31	2.06	-1.25	0.75	0.58	-0.17	0.79	0.01	-0.78	0.71	1.28	0.57
380	0.58	0.63	0.05	0.32	0.79	0.47	0.29	0.26	-0.03	0.36	0.15	-0.21
Total of selected Groups	60.12	50.87	-9.25	58.10	68.71	0.61	48.25	42.25	-6.00	47.00	42.20	-4.80

* At constant Prices of 1970-71, Source: Based on ASI data.

Table-12: Economic Indicators for Kanpur Textile Mills

Name	No. of workers		No. of spindles		Profit or Loss (Rs. lakhs.)	
	1980- 81	1986- 87	1986- 87	Utili- zation (%)	1980- 81	1986- 87
1. Atherton Mills (N.T.C., 1976)	1379	1613	39680	63.03	-215.05	-645.58
2. Cawnpore Textiles (B.I.C., 1984)	2144	2373	38504	66.47	+ 61.87	-185.75
3. Elgin Mills (1&2) (B.I.C., 1981)	7788	7933	100440	75.23	-582.66	-1315.16
4. Laxmi Ratan Mills (N.T.C., 1976)	2813	2500	40616	54.24	-330.88	-971.58
5. Muir Mills (N.T.C., 1966)	4273	2986	61276	63.25	-102.01	-286.99
6. New Victoria Mills (N.T.C., 1974)	3294	2704	42156	58.00	-153.91	-646.93
7. Swadeshi Cotton Mills (N.T.C., 1978)	4802	3375	69212	45.60	-277.76	-740.81
Total	26493	23484	391884	61.99	1600.40	4792.80

Note : Figures in brackets show the management and the year of nationalization.

Source: Records of the mills.

Table-13 : Selected Indicators of Kanpur Textile Industry
1974-75 to 1984-85

Years	No. of Workers	Invested Capital		Value of Output		Value added		Net Income	
		Current prices	Constant prices	Current prices	Constant prices	Current prices	Constant prices	Current prices	Constant prices
		(Rs. in lakhs)		(Rs. in lakhs)		(Rs. in lakhs)		(Rs. in lakhs)	
1974-75	27755	3051.82	1279.05	5913.93	2478.59	2039.92	854.95	N.A.	N.A.
1975-76	28391	3111.55	1378.01	5187.55	2297.40	1544.86	684.17	N.A.	N.A.
1976-77	28640	2976.80	1285.87	7219.82	3118.71	929.30	401.42	550.24	237.60
1977-78	28728	3824.77	1600.32	7490.18	3133.96	2738.30	1133.17	2296.60	960.92
1978-79	31579	3915.43	1941.21	9285.22	4603.48	3372.45	1672.01	2953.33	1464.22
1979-80	28437	3530.78	1643.75	8733.33	4060.68	2904.87	1352.36	2406.12	1120.17
1980-81	30040	4705.17	2128.07	10248.48	4635.22	3788.31	1713.39	3066.94	1387.13
1981-82	27203	4076.03	1576.19	8092.18	3129.18	2076.60	803.02	1235.14	477.63
1982-83	31430	5806.08	2117.46	10484.84	3823.80	-981.80	-358.06	-2291.98	-835.88
1983-84	31273	6174.72	2223.52	11138.64	4011.04	3731.22	1343.26	1924.21	692.91
1984-85	28141	5798.39	1919.99	11379.20	376.94	2984.76	988.33	962.46	318.69

Note : Value of constant prices has been calculated by applying appropriate deflator taking 1970-71 as base.

Source : Annual Survey of Industries, U.P.

Table-14 : Capital Employed and Productivity Per Worker
in Kanpur Textile Industry : 1974-75 to 1984-85

(Rs. '000)

YEARS	Invested Capital per Wkr.		Value of Output per Wkr.		Value added per worker		Net Income Per Worker	
	Curre-	Const-	Curre-	Const-	Curre-	Const-	Curre-	Const-
	nt	ant	nt	ant	nt	ant	nt	ant
	prices	prices	prices	prices	prices	prices	prices	prices
1974-75	10.99	4.61	21.30	8.92	7.34	3.08	N.A.	N.A.
1975-76	10.95	4.85	18.27	8.09	5.44	2.41	N.A.	N.A.
1976-77	10.39	4.49	25.20	10.88	3.24	1.40	1.92	0.82
1977-78	13.31	5.57	26.07	10.90	9.43	3.95	7.99	3.34
1978-79	12.39	6.14	29.40	14.57	10.67	5.29	9.35	4.63
1979-80	12.41	5.77	30.67	14.27	10.21	4.75	8.46	3.93
1980-81	15.66	7.08	34.11	15.42	12.61	5.70	10.20	4.61
1981-82	14.98	5.09	29.74	11.50	7.63	2.95	4.54	1.75
1982-83	18.47	6.73	33.35	12.16	-3.12	-1.13	-7.29	-2.65
1983-84	19.74	7.10	35.61	12.82	11.93	4.29	6.15	2.21
1984-85	20.60	6.82	40.44	13.39	10.60	3.51	3.42	1.13

Source: Based upon Table 12.

Table-15 : Linear Rates of Growth Per Annum of Selected variables for Kanpur Textile Industry :
1974-75 to 1983-84

Item	Rate of Growth (Per cent Per Annum)	
	At current prices	At Constant Prices
1. No. of workers	---	0.96 (1.7733) *
2. No. of Factories	--	-6.22 (2.4729)
3. Invested Capital	8.06 (5.6468)	5.79 (4.3122)
4. Value of output	6.94 (5.6688)	4.76 (2.3099)
5. Value Added	1.66 (0.2153) *	1.43 (0.1875) *
6. Net Income	-13.98 (0.7594) *	-14.65 (0.8724) *
7. Invested capital per worker	7.02 (6.5690)	4.81 (5.1787)
8. Value of output per worker	5.97 (6.4755)	3.71 (1.9210) *
9. Value Added per worker	1.00 (0.1362) *	-0.27 (0.0364) *
10. Net Income per worker	-13.71 (0.7800) *	-12.05 (0.6629) *

Note : 1. Figures in brackets show T Statistic

2. Figures with asterisk mark are not significant statistically. All other figures are significant at 5% level.

Table-16: Industrywise Distribution of Respondents By Caste and Religion

(Nos.)

Industry Group	Hindu			TOTAL	Muslim	Others	TOTAL
	Upper cast	Backward cast	SC/S.T				
Cotton Textile	63 (50.40)	25 (20.00)	14 (11.20)	102 (81.60)	21 (16.80)	02 (1.60)	125 (100.00)
Footwear	04 (16.00)	01 (4.00)	04 (16.00)	09 (36.00)	16 (64.00)	--	25 (100.00)
Leather Processing	--	05 (20.00)	04 (16.00)	09 (36.00)	15 (60.00)	01 (4.00)	25 (100.00)
Iron and steel	03 (12.00)	08 (32.00)	08 (32.00)	19 (76.00)	06 (24.00)	--	25 (100.00)
TOTAL	70 (35.00)	39 (19.50)	30 (15.00)	139 (69.50)	58 (29.00)	03 (1.50)	200 (100.00)

Note : Figures in parentheses show per cent to total.

Table-17 : Industrywise Distribution of Respondents By Age Groups

(Nos.)

Industry Groups	Below 25 years	25-35 years	35-45 Years	45 - 55 Years	55 above years	TOTAL
Cotton Textile	1 (0.80)	21 (16.80)	49 (39.20)	45 (36.00)	9 (7.20)	125 (100.00)
Footwear	--	12 (48.00)	9 (36.00)	2 (8.00)	2 (8.00)	25 (100.00)
Leather Processing	--	5 (20.00)	10 (40.00)	7 (28.00)	3 (12.00)	25 (100.00)
Iron & Steel	2 (8.00)	10 (40.00)	8 (32.00)	5 (20.00)	-	25 (100.00)
TOTAL	3 (1.50)	48 (24.00)	76 (38.00)	59 (29.50)	14 (7.00)	200 (100.00)

Note : Figures in Parentheses show per cent to total .

Table-18: Industrywise No. of workers and
Non-workers Per Household

Industry Groups	Workers	Non-Workers	Total	(Nos.)
				Weaker Dependent Ratio
Cotton Textile	1.52	4.50	6.02	2.96
Footwear	1.16	4.64	5.80	4.00
Leather Processing	1.56	4.04	5.60	2.59
Iron & Steel	1.16	3.20	4.36	2.75
Total	1.44	4.32	5.76	3.00

Table-19 : Industrywise Distribution of Respondents By Educational Level

Industry Group						Technical Diploma	TOTAL
	Illiterate	Primary	Junior High School	Secondary	Graduate		
Cotton Textile	18 (14.40)	31 (24.80)	43 (34.40)	29 (23.20)	4 (3.20)	--	125 (100.00)
Footwear	2 (8.00)	18 (72.00)	5 (20.00)	--	--	--	25 (100.00)
Leather Processing	12 (48.00)	5 (20.00)	6 (24.00)	2 (8.00)	--	--	25 (100.00)
Iron & Steel	11 (44.00)	10 (40.00)	3 (12.00)	1 (4.00)	--	--	25 (100.00)
TOTAL	43 (21.50)	64 (32.00)	57 (28.50)	32 (16.00)	4 (2.00)	--	200 (100.00)

Note : Figures in parentheses show per cent to total.

Table-20 : Industry-wise Distribution of Respondents By Type of Training Received
(Nos.)

Industry Groups	Formal As on Training	Apprentice	On the Job Training	Traditional skill in household	With ustad or Senior Worker	Other	Total No. of respondents having received training	Total No. of Workers
Cotton Textile	⁰⁴ (4.34)	⁵⁴ (58.69)	¹⁸ (19.57)	⁰² (2.18)	¹¹ (11.96)	⁰³ (3.26)	⁹² (73.60)	¹²⁵ (100.00)
Footweares	² (11.77)	⁵ (29.41)	⁶ (35.29)	-	⁴ (23.53)	-	¹⁷ (68.00)	²⁵ (100.00)
Leather Irocessing	-	⁰¹ (5.88)	¹⁴ (82.35)	-	⁰² (11.77)	-	¹⁷ (68.00)	²⁵ (100.00)
Iron & Steel	-	⁰¹ (8.33)	⁰⁵ (41.67)	-	⁰⁶ (50.00)	-	¹² (48.00)	²⁵ (100.00)
Total	⁰⁶ (4.35)	⁶¹ (44.20)	⁴³ (31.16)	⁰² (1.45)	²³ (16.67)	⁰³ (2.17)	¹³⁸ (69.00)	²⁰⁰ (100.00)

Note : Figures in parentheses show per cent to total.

Table-21 : Industrywise Distribution of Respondents
by Native Place

Industry Groups	(Nos.)			
	Migrants	Non Migrants	Daily Commuters	Total
Cotton Textile	69 (55.20)	54 (43.20)	2 (1.60)	125 (100.00)
Footwears	5 (20.00)	20 (80.00)	-	25 (100.00)
Leather Processing	20 (80.00)	5 (20.00)	-	25 (100.00)
Iron & Steel	20 (80.00)	5 (20.00)	-	25 (100.00)
Total	114 (57.00)	84 (42.00)	2 (1.00)	200 (100.00)

Note - Figures in Parenthesis show per cent to total.

Table-22 : Industrywise Employment Status of Respondents

(Nos.)

Industry Groups	Permanent	Temporary	Total
Cotton Textiles	113 (90.40)	12 (9.60)	125 (100.00)
Footwears	22 (88.00)	3 (12.00)	25 (100.00)
Leather Processing	21 (84.00)	4 (16.00)	25 (100.00)
Iron & Steel	25 (100.00)	-	25 (100.00)
Total	181 (90.50)	19 (9.50)	200 (100.00)

Note - Figures in Parenthesis show per cent to total

Table-23 : Industrywise Distribution of Respondents By
Period of Work

(Nos.)							
Industry Group	Below 5 Years	5-10 Years	10-15 Years	15-25 Years	25-35 Years	35 Above Years	TOTAL
Cotton Textile	03 (2.40)	20 (16.00)	10 (8.00)	44 (35.20)	41 (32.80)	7 (5.60)	125 (100.00)
Footwears	--	01 (4.00)	07 (28.00)	11 (44.00)	4 (16.00)	2 (8.00)	25 (100.00)
Leather Processing	--	03 (12.00)	13 (52.00)	03 (12.00)	06 (24.00)	-	25 (100.00)
Iron Steel	--	05 (20.00)	05 (20.00)	14 (56.00)	01 (4.00)	-	25 (100.00)
Total	03 (1.50)	29 (14.50)	35 (17.50)	72 (36.00)	52 (26.00)	09 (4.50)	200 (100.00)

Note : Figures in parentheses show per cent to total

Table-24 : Industwise No. of workers by Frequency of Job change

Industry Groups	(Nos.)					TOTAL
	NIL	1	2	3	4	
Cotton Textile	99 (79.20)	21 (16.80)	3 (2.40)	2 (1.60)	-	125 (100.00)
Footwear	16 (64.00)	8 (32.00)	1 (4.00)	-	-	25 (100.00)
Leather Processing	22 (88.00)	1 (4.00)	1 (4.00)	-	1 (4.00)	25 (100.00)
Iron & Steel	20 (80.00)	2 (8.00)	3 (12.00)	-	-	25 (100.00)
Total	157 (78.50)	32 (16.00)	8 (4.00)	2 (1.00)	1 (0.50)	200 (100.00)

Note - Figures in parenthesis show per cent to total.

Table-25 : Industrywise Distribution of Respondents By
Total Emoluments Per month (Rs.)

						(Nos.)
Industry Groups	400- 600	600- 900	900- 1100	1100- 2000	2000 above	TOTAL
Cotton Textile	--	14 (11.18)	79 (63.20)	31 (24.80)	1 (0.80)	125 (100.00)
Footwears	--	--	18 (72.00)	7 (28.00)	-	25 (100.00)
Leather processing	19 (76.00)	6 (24.00)	--	-	-	25 (100.00)
Iron & Steel	4 (16.00)	19 (76.00)	2 (8.00)	-	-	25 (100.00)
Total	23 (11.50)	39 (19.50)	99 (49.50)	38 (19.00)	1 (0.50)	200 (100.00)

Note : Figures in parenthesis show per cent to total.

Table-26 : Industrywise Average Monthly Household Earnings (Rs.)

Industry Group	Wage earning of The Respondents	Other Household Earning.	Total Household Earning
Cotton Textile	999.60 (73.52)	360.00 (26.48)	1359.60 (100.00)
Footwear	1052.00 (90.95)	104.64 (9.05)	1156.64 (100.00)
Leather Processing	530.00 (75.19)	174.88 (24.81)	704.88 (100.00)
Iron & Steel	702.00 (82.96)	144.20 (17.04)	846.20 (100.00)
Total	910.00 (76.59)	278.22 (23.41)	1188.22 (100.00)

Note : Figures in parenthesis show per cent to total

Table-27: Industrywise Per capita and Per Household Income and Expenditure Per Month

Industry Group	(Rs.)					
	Income		Expenditure		Savings	
	Per Capita	Per Household	Per Capita	Per Household	Per Capita	Per Household
Cotton Textile	225.39	1359.60	172.17	1038.52	53.22	321.08
Footwear	199.42	1156.64	162.07	940.00	37.35	216.64
Leather Processing	125.87	704.88	103.93	582.00	21.94	122.88
Iron & Steel	194.08	846.02	145.10	632.60	48.98	213.42
Total	207.01	1188.20	160.00	918.40	47.01	269.80

Table-28 : Distribution of Respondents By Their Opinion About Technological Change

(Nos.)			
Industry Groups	Favour	Don't Favour	Total
Cotton Textile	106 (84.80)	19 (15.20)	125 (100.00)
Footwear	5 (20.00)	20 (80.00)	25 (100.00)
Leather Processing	23 (92.00)	2 (8.00)	25 (100.00)
Iron & Steel	17 (68.00)	8 (32.00)	25 (100.00)
Total	151 (75.50)	49 (24.50)	200 (100.00)

Note : Figures in parenthesis show per cent to total.

Table-29 : Distribution of Respondents By Opinion
About Voluntary Retirement

(Nos.)

Industry Groups	Willing	Not Willing	Total
Cotton Textile	43 (34.40)	82 (65.60)	125 (100.00)
Footwear	8 (32.00)	17 (68.00)	25 (100.00)
Leather Processing	15 (60.00)	10 (40.00)	25 (100.00)
Iron & Steel	5 (20.00)	20 (80.00)	25 (100.00)
Total	71 (35.50)	129 (64.50)	200 (100.00)

Note - Figures in parenthesis show per cent to total

Table- 30 : Distribution of Respondents By Opinion About Terms of Voluntary Retirement

(nos.)

Industry Groups	Alternative Permanent Govt. Job	Full Payment of Salary for remaining period	Job for Dependents	Quick Payment of Retirement Dues	Financial Assistance from Retirement Govt.	Total Willing For Retirement
Cotton Textile	18 (41.86)	15 (34.88)	3 (6.98)	5 (11.63)	2 (4.65)	43 (100.00)
Footwear	1 (12.50)	7 (87.50)	-	-	-	8 (100.00)
Leather Processing	12 (80.00)	3 (20.00)	-	-	-	15 (100.00)
Iron & Steel	-	3 (60.00)	1 (20.00)	1 (20.00)	-	5 (100.00)
Total	31 (43.66)	28 (39.44)	4 (5.63)	6 (8.45)	2 (2.82)	71 (100.00)

Note : Figures in parenthesis show per cent to total.

Table-31 : Distribution of Respondents of Cotton-Textile Industry By
Their Opinion About Terms of Voluntary Retirement By Age

Age Groups	(Nos.)					
	Alternative permanent Govt. Job	Full payment of salary for remaining period	Job for Dependents	Quick payment of Dues	Assistance Govt. From Retirement	Total Willing for Retirement
Below 25 years	05 (83.33)	-	-	01 (16.67)	-	06 (100.00)
25 - 35 years	05 (55.56)	03 (33.33)	-	01 (11.11)	-	09 (100.00)
35 - 45 years	06 (31.57)	08 (42.10)	01 (5.27)	03 (15.79)	01 (5.27)	19 (100.00)
45 - 55 years	02 (25.00)	04 (50.00)	01 (12.50)	-	01 (12.50)	08 (100.00)
55 and above	-	-	01 (100.00)	-	-	01 (100.00)
Total	18 (41.86)	15 (34.88)	03 (6.98)	5 (11.63)	2 (4.65)	43 (100.00)

Note : Figures in parenthesis show per cent to total

Table-32 : Distribution of Respondents By Opinion
About Taking up Another Job After Leaving
The Present Job

(Nos.)

Industry Groups	Interested	Not Interested	Total
Cotton Textile	100 (80.0)	25 (20.0)	125 (100.00)
Footwear	22 (88.0)	3 (12.0)	25 (100.00)
Leather Processing	24 (96.0)	1 (4.0)	25 (100.00)
Iron & Steel	25 (100.0)	-	25 (100.00)
Total	171 (85.5)	29 (14.5)	200 (100.00)

Note : Figures in parentheses show per cent to total

Table-33 : Distribution of Respondents by Opinion About
Alternative Job Preference

(Per cent)

Industry Group	SAME/SIMILAR JOB IN SAME INDUSTRY			SAME JOB IN OTHER INDUSTRY			O'N BUSINESS			TOTAL		
	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd
Cotton Textile	04 (3.20)	08 (6.40)	29 (23.20)	13 (10.40)	21 (16.80)	01 (0.80)	44 (35.20)	04 (3.20)	25 (20.00)	61 (48.80)	33 (26.40)	55 (44.00)
Footwear	10 (40.00)	09 (36.00)	03 (12.00)	03 (12.00)	04 (16.00)	07 (28.00)	11 (44.00)	8 (32.00)	01 (4.00)	24 (96.00)	21 (84.00)	11 (44.00)
Leather Processing	05 (20.00)	03 (12.00)	12 (4.80)	08 (32.00)	14 (56.00)	03 (12.00)	11 (44.00)	06 (24.00)	03 (12.00)	24 (96.00)	23 (92.00)	18 (72.00)
Iron & Steel	05 (20.00)	04 (16.00)	16 (64.00)	05 (20.00)	11 (44.00)	02 (8.00)	07 (28.00)	03 (12.00)	05 (20.00)	17 (68.00)	18 (72.00)	23 (92.00)
Total	24 (12.00)	24 (12.00)	60 (30.00)	29 (14.50)	50 (25.00)	13 (6.50)	72 (36.00)	21 (10.50)	34 (17.00)	126 (63.00)	95 (47.50)	107 (53.50)

Note : Figures in parenthesis show per cent to total workers.

Table-34 : Distribution of Respondent By preference about place for Alternative Job

Industry Group	Around Locality			Any where else in Kanpur			Around Kanpur			Any where (Nos.)			Total worker
	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	
Cotton	46	08	16	12	13	10	35	05	03	09	05	02	125
Textiles	(36.80)	(6.40)	(12.80)	(9.60)	(10.40)	(8.00)	(28.00)	(4.00)	(2.40)	(7.20)	(4.00)	(1.60)	
Footwear	11	-	-	-	8	-	10	04	08	01	01	03	25
	(14.00)				(32.00)		(40.00)	(16.00)	(32.00)	(4.00)	(4.00)	(12.00)	
Leather Processing	09	01	03	09	08	05	05	08	05	02	05	03	25
	(36.00)	(4.00)	(12.00)	(36.00)	(32.00)	(20.00)	(20.00)	(32.00)	(24.00)	(8.00)	(20.00)	(12.00)	
Iron and Steel	14	05	01	06	04	06	-	05	06	01	06	03	25
	(56.00)	(20.00)	(4.00)	(24.00)	(16.00)	(24.00)		(20.00)	(24.00)	(4.00)	(24.00)	(12.00)	
Total	80	14	20	27	33	21	50	22	23	13	17	11	200
	(40.00)	(7.00)	(10.00)	(13.50)	(16.50)	(10.50)	(25.00)	(11.00)	(11.50)	(6.50)	(8.50)	(5.50)	

Note: Figures in parenthesis show per cent to total workers

Table-35 : Distribution of Respondents by Their Opinion About Nature of Alternative Occupation/Business

(Nos.)

Industry Groups	Agricu-Tea liture Stall and Allied Activities	Cloth Merchant	Small Scale Industry	General Store/ Grocery Shop	Vegeta- ble & Fruit Vendor	Leather Shop	Dairy	Techni- cal/ Elect. Shop	Taxi- Tempo Driver	Total
Cotton Textile	1 (1.20)	3 (3.62)	14 (16.87)	32 (38.55)	3 (3.62)	-	7 (8.43)	-	-	83 (100.00)
Footwear	-	-	-	9 (39.14)	1 (4.35)	8 (34.78)	2 (8.69)	1 (4.35)	-	23 (100.00)
Leather Processing	-	1 (5.55)	-	7 (38.89)	-	2 (11.11)	1 (5.56)	3 (16.67)	1 (5.55)	18 (100.00)
Iron & Steel	1 (4.55)	-	2 (9.09)	14 (63.63)	1 (4.55)	-	3 (13.63)	1 (4.55)	-	22 (100.00)
Total	2 (1.38)	4 (2.76)	16 (11.03)	62 (42.76)	5 (3.45)	10 (6.89)	13 (8.97)	4 (2.76)	1 (0.69)	145 (100.00)

Note : Figures in parenthesis show per cent to total

Table 36 : Distribution of Respondents by Amount of Investment and Government Assistant Required for Proposed Venture

Amount of Investment Required (Rs.)	Own Contri- bution	(Per Cent)	
		Government Assistance Required	Total In- vestment Required
Nil	4.17	12.50	-
Upto 5,000	3.62	-	-
5,000 - 10,000	26.09	10.32	2.78
10,000 - 15,000	31.88	19.84	5.56
15,000 - 20,000	12.32	26.98	11.81
20,000 - 25,000	9.42	17.46	13.19
25,000 - 40,000	13.77	20.46	47.36
Above 40,000	2.90	4.76	24.30
Total	100.00	100.00	100.00
Average (Rs.)	12,552	15,885	28,438

Table 37 : Responses of Trade Union Leaders About the Problems Faced by Textile Industry

Problems	Responses	
	No.	Percent
1. Underutilization of Capacity	4	28.6
2. Power Shortage	8	57.1
3. High Cost of Raw Material	5	35.7
4. Old Machinery	5	35.7
5. Mismanagement	8	57.1
6. Incompetent Staff	4	28.6
7. Corruption	5	35.7
8. Heavy Expenditure on Officials	1	7.1
9. Labour Shortage	1	7.1
10. Poor Worker-Management Relations	1	7.1

Note : Total Number of Respondents is 14.

Table 38 : Responses of Trade Union Leaders About Upgradation Modernization and Voluntary Retirement Scheme

Issue	Responses	
	No.	Percent
1. Technology/Machinery Should be upgraded:		
(a) At once	4	28.6
(b) Gradually	10	71.4
2. Modernization of Plants will be lead to Problems of Industrial Relations:		
(a) Yes	10	71.4
(b) No	4	28.6
3. Unions are opposed to amalgamation and Rationalisation of Units:		
(a) Strongly opposed	12	85.7
(b) Accept without retrenchment	1	7.1
(c) Not Aware	1	7.1
4. Opinion about Voluntary Retirement Scheme:		
(a) Not in the interest of workers	9	64.3
(b) Will adversely affect production	4	28.6
(c) Only Workers in Financial distress will opt for it	4	28.6
(d) Don't favour the scheme	4	28.6
(e) Favour the Scheme	2	14.3
(f) Favour the Scheme with conditions	8	57.1
(i) Alternative Jobs to workers or dependents	6	42.9
(ii) Payment of Double Gratuity	2	14.3
(iii) Payment of Salary for remaining period	2	14.3
(iv) Immediate Payment of Retirement benefits	1	7.1

Note : Total Number of Respondents is 14.

Table 39 : Distribution of the Opinion of Management About the Problems Faced by the Textile Industry by Rank

(Nos.)

Problems	Ist	IIInd	IIIrd	IVth	Lower	Total
1. Shortage of Finance	3	-	1	1	2	7
2. Shortage of Working Capital	-	1	1	3	1	6
3. Obsolete Technology	3	2	-	1	1	7
4. Labour Trouble	-	2	2	1	1	6
5. Power Shortage	-	1	2	-	3	6
6. Problem of Raw Material	1	1	-	-	1	3
7. Demand Constraint	-	-	1	1	2	4